

*We strike like* **TROPIC LIGHTNING**  
*America's Pacific Division*



Equal opportunity and fair treatment are paramount to the success of this command. I am totally committed to Army Values and treating everyone with dignity and respect. The Department of the Army is committed to providing an environment in which every member of the total force and their family members are ensured an opportunity to attain as high a level of responsibility as possible based solely on merit, fitness, and capability regardless of race, color, religion, national origin, or gender. I am fully committed to the EO/EEO program. It is my policy that all military personnel, family members, and Department of the Army civilians be provided equal opportunity and fair treatment.

Successful implementation of this policy depends on good communication. Leaders and supervisors across the command must create as harmonious a work environment as possible. A positive command climate will allow us to maximize the effectiveness of our #1 priority – our people. An essential factor in establishing a positive command climate and harmonious work environment is effective, open communication, and education. We need healthy, positive interchange among our Soldiers, family members, and civilians throughout our community. We also need to understand, appreciate, and respect each other's diverse heritages. We must appreciate the traditions, and generate a true spirit of Aloha and Ohana as we partner with our surrounding communities.

Each commander, director, and supervisor will give his/her full commitment to the elimination of all forms of discrimination. We all share an active responsibility in promoting and protecting equal opportunity and fair treatment throughout our community. This is a full-time responsibility that deserves our total support whether forward deployed or here at home. I pledge my full support and commitment to the EO/ EEO Program and expect all to do the same.

A copy of this directive along with CG policy letters EO-1, EO-2, and EO-3 will be permanently posted on bulletin boards, the Tropic Lightning home page, and other conspicuous places for ready reference.

ROBERT L. CASLEN, Jr.  
Major General, USA  
Commanding